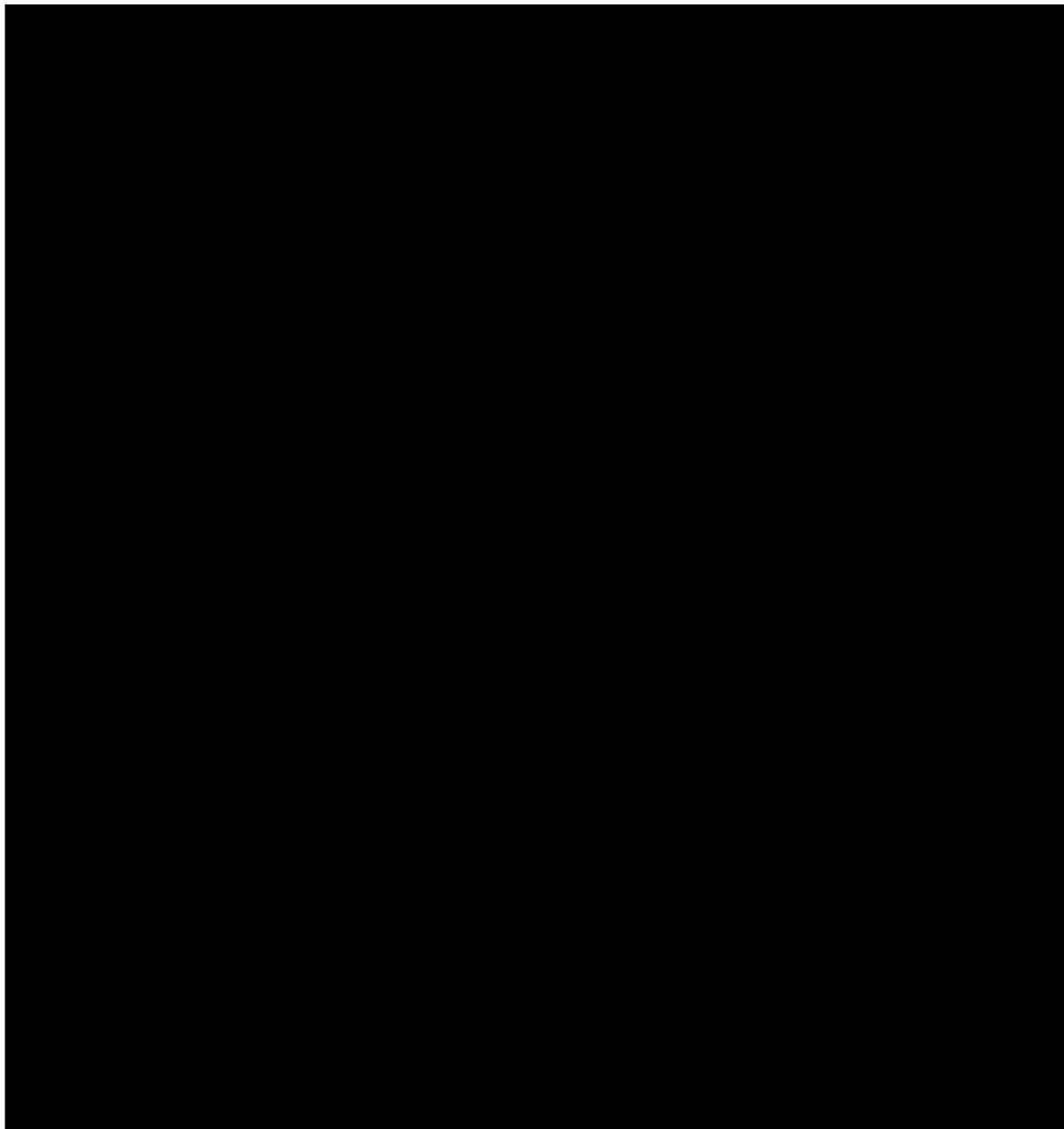


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SUMMARY STATEMENT FOR HAZARDOUS PAY COMMITTEE

1. In order to clarify thinking on the subject of hazardous pay, it is necessary first to define "hazardous" as something more than jeopardy to life and limb through violence, willfully, or accidentally enacted on a staff employee while carrying out his duties. It is clear that certain jobs and assignments are hazardous by their very nature, such as the guarding and handling of explosives, parachute training or, possible, necessary, unprotected association with radio-active materials. These activities are hazardous both at home and abroad.

2. Generally speaking there are hazards to any [REDACTED] assignment 25X1A
abroad in the sense that [REDACTED] personnel abroad are carrying on activities which 25X1A
make them potential targets for the identification and violence by other
nations' intelligence services. Thus, it is possible that a code clerk or
administrative secretary becomes a primary target in so relatively a civilized
post as [REDACTED]. While it is unlikely that injury to life or limb will occur 25X1A
to such persons, a secretary may be seduced or abducted; the risk run is not
only of personal injury but injury to reputation and career. The possibility of
being identified and publicized through no fault of the individual certainly
exists. As a consequence the hazard to a continued career is always present.
This may not be of great consequence to secretarial or clerical personnel in
their 20's but as they grow older in the business it may well force them to
have to start over in another enterprise.

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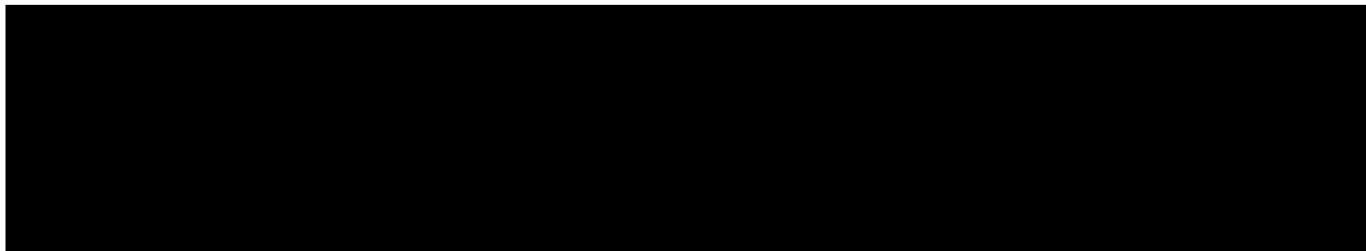
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4. The foregoing extreme examples show the effect clandestine work has on personalities under special circumstances. It is clear that many if not most of our people develop, in time, a peculiar personality manifestation which comes from living in close-mouthed fashion. Persons who choose this career for life, particularly the operations phase, tend to close down their social associations and, in a great many instances, develop into less attractive human beings than they might be under normal circumstances. Practical application of this to a man in his 20's, who stays in the business and spends a major part of his time abroad, will be seen eventually in the type of marriage he makes or the tendency to avoid marriage. It will be seen in the fact that there are limitations to the education of his children in many parts of the world where education facilities are not readily available and are seldom available in quality. It seems clear to the writer that an individual entering this business as a career is destined to a relatively narrow-life - that he runs the risk of being blown after ten years of activity with the loss of ten years of experience, and may be forced to enter another field of activity with a definite handicap of having lost ten years of career development. He faces the health hazard of serving in areas where diseases are endemic and where it is now becoming realized that some of these diseases are, at least in a minor way, handicapping your life. He faces the still greater hazard of injury to life and limb by an opponent service operating against him personally to learn something or remove him from an effective operation.

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6. Examination of the problem of recompensing anyone for hazardous or extra hazardous duty quickly revealed the impossibility of setting up a means arbitrarily distinguishing between jobs and activities. Examination of the answers arrived at for other agencies show that the problem is solved on a group or class rather than an individual basis. All FBI agents, all Treasury agents are put in a group accounted to be engaged in hazardous activity. This group is generally rewarded by giving them the privilege of retiring at the end of twenty years instead of thirty years service. It seems more logical to consider our staff personnel serving abroad as being in hazardous occupation and scoring them for the time abroad so as to reduce the period of service for retirement from thirty years to twenty years if possible. It seems desirable to select certain activities in the U. S. such as parachute training and guarding of explosives or other lethal devices as being entitled to classification as hazardous duties and likewise entitled to the early retirement privileges.

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7. For extra hazardous assignments there will have to be some kind of board to make some kind of recommendation to the Director for compensation of either extra years of service for short periods of extra hazardous duties or other special compensation in form of insurance benefits.

/s/

[REDACTED]

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